

No.	Oblast	Areas	Ciljevi	Goals	Aktivnosti	Activities	Indikatori	Outcomes	Rok	Deadline	Odgovornost	Responsible Parties	Priority	Priority	Finansiranje	Financial resources
1	Održivost životne sredine u akademskim krugovima: nastava, učenje i istraživanje	Environmenta l Sustainability in Academics: Teaching, Learning and research	Promovisanje naučnih istraživanja u oblasti održivosti	Promotion of scientific research in the field of environmental sustainability.	Prezentacija principa studentima	Presentation of environmental principles to students.	Osam prezentacija iz oblasti ekološke održivosti	Eight presentations on environmental sustainability.	2028	2028	• Zaposleni na fakultetu Saraduju u organizaciji događaja, pružanju stručnosti i integraciji srodnih tema u nastavni plan i program • Studentske organizacije: Podrška u promociji, učešću i prikupljanju povratnih informacija • Spoljašnji partneri: Saradnja u organizaciji predavanja, sajмова i izleta, pružajući stručnost i resurse	Faculty Members: Collaborate in organizing events, providing expertise, and integrating related topics into curriculum. • Student Organizations: Support in promotion, participation, and feedback collection. • External Partners: Collaborate in organizing lectures, fairs, and field trips, providing expertise and resources	Visok	HIGH	• Nacionalni/međunarodni projekti. Tražiče se mogućnosti finansiranja od vladinih agencija, nevladinih organizacija i međunarodnih organizacija koje podržavaju inicijative za obrazovanje o životnoj sredini. • Sopstvena sredstva Odvajće se budžet iz fondova univerziteta za organizaciju događaja, gostujuće govornike i materijale • Sponzorstvo: Tražiče se sponzorstvo od lokalnih preduzeća, industrije i ekoloških organizacija koje su zanimljive za podršku obrazovnim inicijativama • Volonterska podrška iskoriste volontersku pomoć fakulteta, osoblja i studenata da se smanje troškovi i maksimizira učinak.	•National/International Projects: Seek funding opportunities from government agencies, NGOs, or international organizations supporting environmental education initiatives. •Own Funds: Allocate budget from university funds for event organization, guest speakers, and materials. •Sponsorship: Seek sponsorship from local businesses, industries, or environmental organizations interested in supporting educational initiatives. •Volunteer Support: Utilize volunteer assistance from faculty, staff, or students to minimize costs and maximize impact.
			Povećati broj programa i/ili predmeta (kurikula) koji se bave ciljevima održivog razvoja	Increase the number of programs and/or courses (curricula) addressing sustainable development goals.	Analizirati i povezati kurikule studijskih programa i ciljeve održivog razvoja, naročito u slučaju novih studijskih programa Razvijati nove programe cjeloživotnog učenja iz ove oblasti Razvijati nove kurikule koji se bave ciljevima održivog razvoja, na svim nivoima studija	Analyze and align curricula of study programs with sustainable development goals, particularly in the case of new study programs. Develop new lifelong learning programs in this field. Design new curricula addressing sustainable development goals at all levels of study.	Dva predmeta koji se bave specifičnim ciljevima održivog razvoja	Two programs and/or courses focusing on specific sustainable development goals.	2028	2028		Visok	HIGH			
			Povećati broj studenata/zainteresovanih lica koji se obučavaju u oblasti održivosti, bilo u okviru ili van nastavnog plana i programa	Increase the number of students/interested individuals trained in the field of sustainability, whether within or outside the formal curriculum.	Kreiranje ambijenta za popularizaciju obuka u ovoj oblasti Omogućiti svim studentima, ali i drugim učesnicima iz zajednice da se edukuju u oblasti održivog razvoja, kreiranjem različitih vrsta obuke van nastavnog plana i programa	Create an environment to promote training in this area. Enable all students, as well as other community participants, to receive education in sustainable development through various types of training outside the formal curriculum.	Za 10% uvećati broj studenata koji studira neki od studijskih programa iz ove oblasti Za 10% uvećati broj studenata koji sluša i polaze predmete iz ove oblasti	For a 10% increase the number of students enrolled in programs in this field. For a 10% increase the number of students attending and passing courses in this field.	2028	2028		Visok	HIGH			
			Povećati broj fakulteta i organizacionih djelova Univerziteta koji učestvuju u organizovanim istraživanjima u vezi sa globalnim ciljevima održivosti	Expand the involvement of faculties and organizational units of the University in organized research related to global sustainability goals.	Podsticanje na apliciranje za projekte na međunarodnim i nacionalnim konkursima i pozivima Stimulisanje akademske zajednice za uključivanje u projekte iz EU fondova Istražiti izvodljivost uspostavljanja instituta (ili drugog oblika organizovanja) za istraživanja fokusrana na globalne ciljeve održivosti	Encourage application for projects in international and national competitions and calls. Stimulate the academic community to engage in projects funded by EU funds. Explore the feasibility of establishing an institute (or other organizational form) for research focused on global sustainability goals.	Tri fakulteta/organizaciona djela Univerziteta koja učestvuju u ovim istraživanjima	Three faculties/organizational units of the University in these research activities.	2028	2028		Visok	HIGH			

				Povećati broj studenata koji se bave istraživanjem vezanim za održivost posebno pri izradi master radova	Enhance the number of students engaged in sustainability-related research, particularly in the context of thesis projects at the master's level.	Kreiranje ambijenta za popularizaciju istraživanja u ovoj oblasti	Foster an environment to popularize research in this field.	Za 10% uvećati broj studenata koji se bave istraživanjem vezanim za održivost	For a 10% increase the number of students engaged in research related to sustainability.	2028	2028			Visok	HIGH						
				Podsticati učešće studenata i stručnih lica u koordiniranim naporima vezanim za održivost	Encourage student and professional participation in coordinated efforts related to sustainability.	Organizovati akcije, konferencije, okrugle stolove i druge vidove aktivnosti u vezi realizacije ciljeva održivosti na različitim nivoima	Organize actions, conferences, round tables, and other activities related to achieving sustainability goals at various levels.	Dvije konferencije/okrugla stola	Two conferences/roundtable discussions	2028	2028			Visok	HIGH						
						Kreiranje ambijenta zajedništva i socijalne inkluzije	Create an environment of community and social inclusion.														
2	Održivost programa	Sustainability Citizenship		Uspostavljanje ekološkog sistema na institucionalnom nivou i promocija njegovih ekoloških vrijednosti	Establishing the environmental system at the institutional level and promoting its environmental values	Implementacija rezultata analize za uvođenje ekološkog obrazovanja po programima	Implementation of the findings of the analysis for the introduction of environmental education according to the programs.	U kontinuitetu uvoditi nove i poboljšane ekološke programe obrazovanja	Continuously introduce new and improved environmental education programs	2030	2030	• Fakultetski istraživači Aktivno učestvuju u istraživačkoj grupi, doprinose stručnosti i vode istraživačke projekte koji se odnose na održivost životne sredine • Zaposleni na fakultetu ohrabruju i olakšavaju integraciju praksi održivosti unutar svojih odjeljenja Razvijaju i isporučuju programe obrazovanja o životnoj sredini kao dio svojih nastavnih obaveza • Studentske organizacije: Saraduju sa fakultetom i administratorima na organizaciji događaja, radionica i kampanja vezanih za održivost • Administrator Odgovoran za uspostavljanje mehanizama za praćenje i izvještavanje, prikupljanje podataka i analizu ekološkog uočnika	• Fakultetski istraživači Aktivno učestvuju u istraživačkoj grupi, doprinose stručnosti i vode istraživačke projekte koji se odnose na održivost životne sredine • Zaposleni na fakultetu ohrabruju i olakšavaju integraciju praksi održivosti unutar svojih odjeljenja Razvijaju i isporučuju programe obrazovanja o životnoj sredini kao dio svojih nastavnih obaveza • Studentske organizacije: Saraduju sa fakultetom i administratorima na organizaciji događaja, radionica i kampanja vezanih za održivost • Administrator Odgovoran za uspostavljanje mehanizama za praćenje i izvještavanje, prikupljanje podataka i analizu ekološkog uočnika	• Fakultetski istraživači Aktivno učestvuju u istraživačkoj grupi, doprinose stručnosti i vode istraživačke projekte koji se odnose na održivost životne sredine • Zaposleni na fakultetu ohrabruju i olakšavaju integraciju praksi održivosti unutar svojih odjeljenja Razvijaju i isporučuju programe obrazovanja o životnoj sredini kao dio svojih nastavnih obaveza • Studentske organizacije: Saraduju sa fakultetom i administratorima na organizaciji događaja, radionica i kampanja vezanih za održivost • Administrator Odgovoran za uspostavljanje mehanizama za praćenje i izvještavanje, prikupljanje podataka i analizu ekološkog uočnika	• Fakultetski istraživači Aktivno učestvuju u istraživačkoj grupi, doprinose stručnosti i vode istraživačke projekte koji se odnose na održivost životne sredine • Zaposleni na fakultetu ohrabruju i olakšavaju integraciju praksi održivosti unutar svojih odjeljenja Razvijaju i isporučuju programe obrazovanja o životnoj sredini kao dio svojih nastavnih obaveza • Studentske organizacije: Saraduju sa fakultetom i administratorima na organizaciji događaja, radionica i kampanja vezanih za održivost • Administrator Odgovoran za uspostavljanje mehanizama za praćenje i izvještavanje, prikupljanje podataka i analizu ekološkog uočnika	Srednji	MEDIUM	• Istraživački grantovi i finansiranje: Zaposleni na fakultetu mogu aplicirati za grantove za istraživanje iz internih i eksternih izvora posebno određenih za istraživanja i inicijative održivosti • Donacije bivših studenata, filantropskih organizacija i korporativnih partnera zainteresovanih za podršku naporima održivosti mogu dopuniti postojeća finansijska sredstva • Implementacija praksi održivosti kao što su nadogradnja energetske efikasnosti, inicijative za smanjenje otpada i mjere za očuvanje vode može rezultirati uštedama tokom vremena. Ove uštede mogu se reinvestirati u inicijative održivosti unutar fakulteta, pružajući održiv izvor finansijskih sredstava. • Partnerstva sa fondacijama fokusiranim na održivost, nevladinih organizacijama i istraživačkim institutima mogu pružiti pristup dodatnim finansijskim resursima i stručnosti.	•Research Grants and Funding: Faculty members can apply for research grants from internal and external sources specifically designated for sustainability research and initiatives. •Donations from alumni, philanthropic organizations, and corporate partners interested in supporting sustainability efforts can supplement existing financial resources. •Implementing sustainability practices such as energy efficiency upgrades, waste reduction initiatives, and water conservation measures can result in cost savings over time. These cost savings can be reinvested into sustainability initiatives within the faculty, providing a sustainable source of financial resources. •Partnerships with sustainability-focused foundations, NGOs, and research institutes can provide access to additional financial resources and expertise.		
				Uspostaviti partnerstva i saradnju sa industrijom, javnim sektorom, drugim učesnicima i drugim univerzitetima kako bismo ostvarili veći utjecaj na održivi razvoj	Establish partnerships and collaboration with industry, public sector, other stakeholders, and universities to achieve greater impact on sustainable development.	Intenziviranje saradnje sa renomiranim visokoobrazovnim institucijama kroz potpisivanje i realizaciju ugovora o bilateralnoj saradnji i mobilnosti	Intensify collaboration with renowned higher education institutions through the signing and implementation of bilateral cooperation and mobility agreements.	Tri uspostavljena partnerstva Dva zajednička projekta u saradnji sa privredom i/ili javnim institucijama	Three established partnerships, Increased number of outbound and inbound researcher mobilities from strategic institutions Two joint projects initiated in collaboration with business and/or public institutions	2030	2030									Srednji	MEDIUM
				Jačanje saradnje sa privrednim javnim sektorom	Strengthen collaboration with the business and public sectors.						Srednji									MEDIUM	
				Povećati učešće našeg osoblja u udruženjima i grupama vezanim za održivost, koje sprovode aktivnosti koje unapređuju globalne ciljeve održivog razvoja	Increase the participation of our staff in associations and groups related to sustainability that undertake activities promoting global sustainable development goals.	Promovirati značaj učešća osoblja u ovim grupama i udruženjima	Promote the importance of staff participation in these groups and associations.	10 zaposlenih uključenih u udruženja	10 employees involved in associations	2030	2030									Srednji	MEDIUM
3	Klimatska akcija	Climate action		Smanjenje nivoa potrošnje energije kroz povećanje energetske efikasnosti i korišćenje obnovljive energije	Reducing energy consumption levels through the increase of energy efficiency and the use of renewable energy.	Razvije i instalirajte pozadnu za sve računare u učionici kako biste podigli korisnike da isključe projektore	Develop and install wallpaper for all classroom computers to remind users to turn off projectors.	20 % umanjena upotrebe energije 20% električne energije koja potječe iz obnovljivih izvora	20% reduction in energy usage 20% of electricity sourced from renewable sources	2030	2030	• Odeljenje nabavke Uvodi integraciju ekoloških kriterijuma u tenderske procedure i obezbjeđuje usklađenost sa ciljevima održivosti • Administrator kancelarije: Pruža smernice i ekspertizu o održivim praksama nabavke i podržava inicijative za angažovanje dobavljača • Saradnja sa odeljenjima širom univerziteta kako bi se osigurala održivost	• Procurement Department Lead the integration of eco-friendly criteria into tendering procedures and ensure compliance with sustainability goals. • Administrator Office: Provide guidance and expertise on sustainable procurement practices and support supplier engagement initiatives. • Collaborate with departments across the university to ensure alignment of eco-friendly	• Procurement Department Lead the integration of eco-friendly criteria into tendering procedures and ensure compliance with sustainability goals. • Administrator Office: Provide guidance and expertise on sustainable procurement practices and support supplier engagement initiatives. • Collaborate with departments across the university to ensure alignment of eco-friendly	• Procurement Department Lead the integration of eco-friendly criteria into tendering procedures and ensure compliance with sustainability goals. • Administrator Office: Provide guidance and expertise on sustainable procurement practices and support supplier engagement initiatives. • Collaborate with departments across the university to ensure alignment of eco-friendly	Srednji	MEDIUM	-- Sopstveni budžet Odvojice se sredstva posebno za obuku osoblja, aktivnosti angažovanja dobavljača i mehanizme praćenja u vezi sa ekološkim praksama nabavke • Razmotrite se učešće u programima ili inicijativama sertifikacije održivosti koje nude finansijske potpore ili grantove organizacijama koje primenjuju ekološki prihvatljive prakse	•Own Budget Allocate funds specifically for staff training, supplier engagement activities, and monitoring mechanisms related to eco-friendly procurement practices. •Consider participation in sustainability certification programs or initiatives that offer financial incentives or grants to organizations implementing eco-friendly practices, potentially offsetting implementation costs.		
				Pozitivan uticaj na održivost performansi od strane dobavljača za održivost robe i usluga koje	Positively impacting on the sustainability performance of suppliers and the sustainability	Uvođenje ekoloških i eko-prihvatljivih kriterijuma u tenderske procedure za materijale i usluge trećih strana	The introduction of eco and environment-friendly criteria in the tendering procedures for materials and services from third parties.	Uvođenje ekoloških i eko prihvatljivih mjera tokom svih tenderskih	Introduction of environmental and eco-friendly measures in all	2030	2030			Srednji	MEDIUM						

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6	Putovanje na posao i aktivno putovanje	Commuting and Active Travel	Minimiziranje uticaja na životnu sredinu prevoza osoblja i studenata u svrhu nastave, učenja, naučnog istraživanja, promovisanjem zdravih i ekološki prihvatljivih oblika mobilnosti	Minimizing the environmental impact of the transport of staff and students for the purpose of teaching, learning, scientific research, by promoting healthy and environmentally friendly forms of mobility.	Postepena promjena voznog parka na elektricni ili hibridni	The gradual change of the car/vehicle fleet towards electric or hybrid ones.	Create covered bicycle parking Develop and pilot a communications strategy and programming to reduce single-occupancy vehicle commuting	Organizovanje kampanje/promocije o benefitima biciklizma i ograničavanja korišćenja energenata koji zagađuju	Organizing a campaign/promotion on the benefits of cycling and limiting the use of polluting energy sources	2030	2030	• Odeljenje za informacione tehnologije (IT) Obezbeđuje sesije obuke i tehničku podršku za osoblje i studente o efikasnom korišćenju alata za video konferencije, obezbeđujući nesmetanu implementaciju i rešavanje problema • Odeljenje za komunikaciju Vodiće kampanje podizanja svesti koje promovišu upotrebu bicikala, saradivaće sa uslugama prevoza do kampusa i angažovati studentske organizacije da podrže inicijative koje promovišu opcije održivog prevoza	Information Technology (IT) Department: Provide training sessions and technical support for staff and students on using videoconferencing tools effectively, ensuring smooth implementation and troubleshooting issues.	Nizak	Low	• Partnerstvo sa korporacijama ili preduzećima zainteresovanim za promociju održivosti i ekološki prihvatljivih opcija transporta • Osigurati sponzorstva ili finansijsku podršku za kampanje podizanja svesti i razvoj infrastrukture	• Partner with corporations or businesses interested in promoting sustainability and environmentally friendly transportation options. • Secure sponsorships or financial support for awareness campaigns and infrastructure development.
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7	Hrana, zdravlje i dobrobit	Food, Health and Well-Being	Unapređenje uslova rada, učenja i života u okruženju fakulteta u cilju povećanja efikasnosti nastavnika i studenata	Improving working, learning, and living conditions in the faculty environment in order to increase the effectiveness of teachers and students.	Izrada i implementacija pravilnika za čišćenje i dezinfekciju okoline, u cilju održavanja/poboljšanja kvaliteta vazduha	Drafting and implementation of a regulation for cleaning and sanitizing environments, in order to maintain/improve air quality.	Stvaranje zelenih rekreativnih područja sa otvorenim okruženjem	Organizovanje kampanje/promocije zdravih načina života	Organizing a campaign/promotion of healthy lifestyles	2028	2028	• Uprava fakulteta Opšta koordinacija, planiranje i finansiranje inicijativa za zelene površine • Izgradnja, montaža i održavanje zelenih rekreativnih površina • Studentske organizacije: Saradnja na programiranju i događajima za aktiviranje zelenih površina i angažovanje zajednice kampusa	• Faculty Administration: Overall coordination, planning, and funding of green space initiatives. Construction, installation, and maintenance of green recreational areas. • Student Organizations: Collaboration on programming and events to activate the green spaces and engage the campus community.	Visok	HIGH	• Budžet Univerziteta i fakulteta. Odvoji sredstva za planiranje, izgradnju, održavanje i programiranje zelenih rekreativnih površina • Grantovi i donacije: Potražite eksterne izvore finansiranja od vladinih agencija, fondacija i privatnih donatora za podršku inicijativama zelenih površina • Javno-privatna partnerstva: Saradnja sa lokalnim preduzećima, neprofitnim organizacijama i grupama u zajednici kako biste iskoristili resurse i stručnost za projekte zelenih površina	• University and Faculty Budget: Allocate funds for planning, construction, maintenance, and programming of green recreational areas. • Grants and Donations: Seek external funding sources from government agencies, foundations, and private donors to support green space initiatives. • Public-Private Partnerships: Collaborate with local businesses, non-profit organizations, and community groups to leverage resources and expertise for green space projects.
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8	Jednak pristup	Equal approach	Ostvaren najviši nivo pristupačnosti svih članova zajednice, posebno osobama sa invaliditetom (OSI) u Univerzitetu	Achieve the highest level of accessibility for all members of the community, especially people with disabilities in University buildings, operations	Napravi analizu operativnih procedura Univerziteta, sa ocenom dostupnosti OSI	Make an analysis of the operational procedures of the University, with an assessment of the accessibility of people with disabilities	Napravi analizu predmeta na studijskim programima Univerziteta, na kojima je potrebno prilagoditi nastavne metode OSI	broj objekata u kojima je ostvarena pristupačnost OSI	the number of facilities in which accessibility for the disabled has been achieved	2028	2028	Na svim Fakultetima omogućiti realizaciju aktivnosti	Enables the implementation of activities at all Faculties	Visok	HIGH	Univerzitet Crne Gore	UoM
								broj operativnih procedura koje su prilagodjene OSI	the number of operational procedures that are adapted to people with disabilities								

Kultura odzivnosti	culture of sustainability	Aktivno se uključuje u formalne inicijative i asocijacije univerziteta koji su posvećeni održivim univerzitetskim zgradama Univerziteta, operativnim procedurama i metodama nastave	procedures and teaching methods	Napravi plan adaptacije i prilagođavanja objekata za održivost i pristupačnost (analiza stanja objekata, sa uvrštavanjem prioriteta, aktivnosti, resursa, rokovi)	Create a plan for the adaptation and adaptation of facilities to achieve accessibility (analysis of the condition of facilities, with determination of priorities, activities, resources, deadlines)	broj predmeta u kojima su nastale metode prilagođene OSI	the number of subjects in which teaching methods are adapted to people with disabilities	2030	2030	Na svim Fakultetima omogućiti realizaciju aktivnosti	Enables the implementation of activities at all Faculties	Srednji	MEDIUM	Univerzitet Crne Gore	UoM
9				Realizacija plana adaptacije prema dinamici	Realization of the adaptation plan according to dynamics										
			Actively engage in formal university initiatives and associations dedicated to sustainable universities	Analiza dostupnih inicijativa i asocijacija, sa ocjenom opravdanosti pristupa nekim od njih	Analysis of available initiatives and associations, with evaluation of the justification of access to some of them	broj i naziv inicijativ/ili Asocijacija u koje se Univerzitet uključuje	number and name of initiatives and/or Associations in which the University has joined								

The HUB, which was formed at the Faculty of Civil Engineering, will oversee the implementation of the Strategy and Plan of Climate Actions and Sustainability

HUB koji je formisan na Građevinskom Fakultetu će nadgledati sprovođenje Strategije i plana klimatskih akcija i održivosti



KLIMATSKI PLAN I PLAN ODRŽIVOSTI

No.	Oblast	Ciljevi	Aktivnosti	Indikatori	Rok	Odgovornost	Prioritet	Finansiranje
1	Održivost životne sredine u akademskim krugovima: nastava, učenje i istraživanje	Promovisanje naučnih istraživanja u oblasti održivosti.	Prezentacija principa studentima.	Osam prezentacija iz oblasti ekološke održivosti	2028	• Zaposleni na fakultetu: Sarađuju u organizaciji događaja, pružanju stručnosti i integraciji srodnih tema u nastavni plan i program. • Studentske organizacije: Podrška u promociji, učešću i prikupljanju povratnih informacija. • Spoljašnji partneri: Sarađnja u organizaciji predavanja, sajmovi i izleta, pružajući stručnost i resurse	Visok	• Nacionalni/međunarodni projekti: Tražiće se mogućnosti finansiranja od vladinih agencija, nevladinih organizacija ili međunarodnih organizacija koje podržavaju inicijative za obrazovanje o životnoj sredini. • Sopstvena sredstva: Odvojiće se budžet iz fondova univerziteta za organizaciju događaja, gostujuće govornike i materijale. • Sponzorstvo: Tražiće se sponzorstvo od lokalnih preduzeća, industrije ili ekoloških organizacija koje su zainteresovane za podršku obrazovnim inicijativama. • Volonterska podrška: Iskoristite volontersku pomoć fakulteta, osoblja ili studenata da se smanje troškovi i maksimizira učinak.
		Povećati broj programa i/ili predmeta (kurikuluma) koji se bave ciljevima održivog razvoja.	Analizirati i povezati kurikulume studijskih programa i ciljeve održivog razvoja, naročito u slučaju novih studijskih programa.	Dva predmeta koji se bave specifičnim ciljevima održivog razvoja	2028		Visok	
			Razvijati nove programe cjelozivotnog učenja iz ove oblasti					
			Razvijati nove kurikulume koji se bave ciljevima održivog razvoja, na svim nivoima studija					
		Povećati broj studenata/zainteresovanih lica koji se obučavaju u oblasti održivosti, bilo u okviru ili van nastavnog plana i programa.	Kreiranje ambijenta za popularizaciju obuka u ovoj oblasti	Za 10% uvećati broj studenata koji studira neki od studijskih programa iz ove oblasti	2028		Visok	
			Omogućiti svim studentima, ali i drugim učesnicima iz zajednice da se edukuju u oblasti održivog razvoja, kreiranjem različitih vrsta obuke van nastavnog plana i programa	Za 10% uvećati broj studenata koji sluša i polaže predmete iz ove oblasti				
			Usvajati podsticajne mjere za studente koji se obučavaju u ovim oblastima van nastavnog plana (prednost za ucesce u projektima mobilnosti, osvajanje dodatnog broja ECTS kredita, čak i ako nije predviđeno sprovođenje ispita i ocjenjivanje i sl...)	Uvesti bar jedan program za cjeloživu edukaciju u oblasti održivog razvoja				
		Povećati broj fakulteta i organizacionih djelova Univerziteta koji učestvuju u organizovanim istraživanjima u vezi sa globalnim ciljevima održivosti	Podsticanje na apliciranje za projekte na međunarodnim i nacionalnim konkursima i pozivima	Tri fakulteta/organizaciona djela Univerziteta koja učestvuju u ovim istraživanjima	2028		Visok	
			Stimulisanje akademske zajednice za uključivanje u projekte iz EU fondova					
			Istražiti izvodljivost uspostavljanja instituta (ili drugog oblika organizovanja) za istraživanja fokusirana na globalne ciljeve održivosti.					

		Povećati broj studenata koji se bave istraživanjem vezanim za održivost, posebno pri izradi master radova	Kreiranje ambijenta za popularizaciju istraživanja u ovoj oblasti	Za 10% uvećati broj studenata koji se bave istraživanjem vezanim za održivost	2028		Visok	
		Podsticati učešće studenata i stručnih lica u koordinisanim naporima vezanim za održivost	Organizovati akcije, konferencije, okrugle stolove i druge vidove aktivnosti u vezi realizacije ciljeva održivosti na različitim nivoima Kreiranje ambijenta zajedništva i socijalne inkluzije	Dvije konferencije/okrugla stola	2028		Visok	

2	Održivost programa	Uspostavljanje ekološkog sistema na institucionalnom nivou i promocija njegovih ekoloških vrijednosti	Implementacija rezultata analize za uvođenje ekološkog obrazovanja po programima.	U kontinuitetu uvoditi nove i poboljšane ekološke programe obrazovanja	2030	- Fakultetski istraživači: Aktivno učestvuju u istraživačkoj grupi, doprinose stručnosti i vode istraživačke projekte koji se odnose na održivost životne sredine. - Zaposleni na fakultetu: ohrabruju i olakšavaju integraciju praksi održivosti unutar svojih odjeljenja. Razvijaju i isporučuju programe obrazovanja o životnoj sredini kao dio svojih nastavnih obaveza. - Studentske organizacije: Sarađuju sa fakultetom i administratorima na organizaciji događaja, radionica i kampanja vezanih za održivost. - Administrator Odgovoran za uspostavljanje mehanizama za praćenje i izvještavanje, prikupljanje podataka i analizu ekološkog učinka.	Srednji	- Istraživački grantovi i finansiranje: Zaposleni na fakultetu mogu aplicirati za grantove za istraživanje iz internih i eksternih izvora posebno određenih za istraživanja i inicijative održivosti. - Donacije bivših studenata, filantropskih organizacija i korporativnih partnera zainteresovanih za podršku naporima održivosti mogu dopuniti postojeća finansijska sredstva. - Implementacija praksi održivosti kao što su nadogradnja energetske efikasnosti, inicijative za smanjenje otpada i mjere za očuvanje vode može rezultirati uštedama tokom vremena. Ove uštede mogu se reinvestirati u inicijative održivosti unutar fakulteta, pružajući održiv izvor finansijskih sredstava. - Partnerstva sa fondacijama fokusiranim na održivost, nevladinim organizacijama i istraživačkim institutima mogu pružiti pristup dodatnim finansijskim resursima i stručnosti.
		Uspostaviti partnerstva i saradnju sa industrijom, javnim sektorom, drugim učesnicima i drugim univerzitetima kako bismo ostvarili veći utjecaj na održivi razvoj.	Intenziviranje saradnje sa renomiranim visokoobrazovnim institucijama kroz potpisivanje i realizaciju ugovora o bilateralnoj saradnji i mobilnosti Jačanje saradnje sa privrednim javnim sektorom	Tri uspostavljena partnerstva. Dva pijavljena zajednička projekata u saradnji sa privredom i/ili javnim institucijama	2030		Srednji	
		Povećati učešće našeg osoblja u udruženjima i grupama vezanim za održivost, koje sprovode aktivnosti koje unapređuju globalne ciljeve održivog razvoja.	Promovisati značaj učešća osoblja u ovim grupama i udruženjima	10 zaposlenih uključenih u udruženja	2030		Srednji	

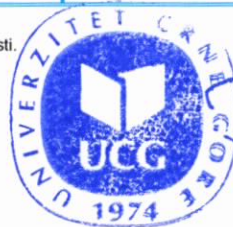
		Smanjenje nivoa potrošnje energije kroz povećanje energetske efikasnosti i korišćenje obnovljive energije.	Razvijte i instalirajte pozadinu za sve računare u učionici kako biste podsjetili korisnike da isključe projektore. Pokrenite kampanju društvenog marketinga za smanjenje otvorenih prozora zimi	20 % umanjenja upotrebe energije 20% električne energije koja potiče iz obnovljivih izvora	2030	Odeljenje nabavke: Uvoditi integraciju ekoloških kriterijuma u tenderske procedure i obezbijediti	Srednji	
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5	Pejzaž i prirodni resursi	povećanje biodiverziteta u prostorijama UoM. Promocija dobrobiti koje donose u život cijele zajednice.	Sadnja drveća na prostorima u vlasništvu UoM.	Smanjenje utroška otpornih na sušu i smanjenje korišćenja papira	2026	Odsjek za komunikaciju: Odgovoran za širenje informacija putem komunikacijskih kanala u kampusu, kao što su bilteni, e-poruke i platforme društvenih medija. Administratorska kancelarija: Dodjela resursa, uključujući budžet i osoblje, za podršku implementaciji projekata održivosti.	Srednji	• Grantovi i mogućnosti finansiranja: Tražiće se grantovi od vladinih agencija, neprofitnih organizacija i korporacija za inicijative održivosti. • Korporativna sponzorstva: Tražiće se partnerstva sa kompanijama zainteresovanim za održivost za finansijsku podršku. • Javno-privatna partnerstva: Saradnja sa vladom i privatnim partnerima radi pristupa finansiranju zajedničkih projekata održivosti.
			Sprovedenje pilot projekta zamjene zalivanih zelenih površina autohtonim biljkama otpornim na sušu.					
		Očuvanje vode povećanjem efikasnosti njenog korišćenja i smanjenjem zagađenja korišćene vode.	Izrada godišnjeg izvještaja o podacima o kontinuiranom praćenju potrošnje vode.		2028			
			Postavljanje znakova upozorenja kako bi se izbjeglo rasipanje vode u sredinama sa intenzivnim korištenjem vode.					
6	Putovanje na posao i aktivno putovanje	Minimiziranje uticaja na životnu sredinu prevoza osoblja i studenata u svrhu nastave, učenja, naučnog istraživanja, promovisanjem zdravih i ekološki prihvatljivih oblika mobilnosti.	Postepena promjena voznog parka na električni ili hibridni.	Organizovanje kampanje/promocije o benefitima biciklizma i ograničavanja korišćenja energenata koji zagađuju	2030	• Odeljenje za informacione tehnologije (IT): Obezbediće sesije obuke i tehničku podršku za osoblje i studente o efikasnom korišćenju alata za video konferencije, obezbeđujući nesmetanu implementaciju i rešavanje problema. • Odeljenje za komunikaciju: Vodiće kampanje podizanja svijesti koje promovišu upotrebu bicikala, sarađivaće sa uslugama prevoza do kampusa i angažovati studentske organizacije da podrže inicijative koje promovišu opcije održivog prevoza	Nizak	• Partnerstvo sa korporacijama ili preduzećima zainteresovanim za promociju održivosti i ekološki prihvatljivih opcija transporta. • Osigurati sponzorstva ili finansijsku podršku za kampanje podizanja svijesti i razvoj infrastrukture.
			Napraviti natkriveno parkiralište za bicikle. Razviti i pokrenuti komunikacionu strategiju i program u cilju smanjenja putovanja na posao jedne osobe u jednom automobilu.					
7	Hrana, zdravlje i dobrobit	Unapređenje uslova rada, učenja i života u okruženju fakulteta u cilju povećanja efikasnosti nastavnika i studenata.	Izrada i implementacija pravilnika za čišćenje i dezinfekciju okoline, u cilju održavanja/poboljšanja kvaliteta vazduha.	Organizovanje kampanje/promocije zdravih načina života	2028	• Uprava fakulteta: Opšta koordinacija, planiranje i finansiranje inicijativa za zelene površine. Izgradnja, montaža i održavanje zelenih rekreativnih površina. • Studentske organizacije:	Visok	• Budžet Univerziteta i fakulteta: Odvojiti sredstva za planiranje, izgradnju, održavanje i programiranje zelenih rekreativnih površina. • Grantovi i donacije: Potražite eksterni izvore finansiranja od vladinih agencija, fondacija i privatnih donatora za podršku inicijativama zelenih površina.
			Stvaranje zelenih rekreativnih područja sa otvorenim okruženjem.					
			Izgradnja i održavanje parking stanica za bicikle i skutere.					

			Povećajte pristup zdravim vannastavnim aktivnostima			Saradnja na programiranju i događajima za aktiviranje zelenih površina i angažovanje zajednice kampusa.		• Javno-privatna partnerstva: Saradnja sa lokalnim preduzećima, neprofitnim organizacijama i grupama u zajednici kako biste iskoristili resurse i stručnost za projekte zelenih površina.
8	Jednak pristup	Ostvariti najveći nivo pristupačnosti svih članova zajednice, posebno osobama sa invaliditetom (OSI) u zgradama Univerziteta, operativnim procedurama i metodama nastave	Napraviti analizu operativnih procedura Univerziteta, sa ocjenom dostupnosti OSI Napraviti analizu predmeta na studijskim programima Univerziteta, na kojima je potrebno prilagoditi nastavne metode OSI Napraviti plan adaptacije i prilagođavanja objekata za ostvarenje pristupačnosti (analiza stanja objekata, sa utvrđivanjem prioriteta, aktivnosti, resursi, rokovi) Realizacija plana adaptacije prema dinamici	broj objekata u kojima je ostvarena pristupačnost OSI broj operativnih procedura koje su prilagodjene OSI broj predmeta u kojima su nastavne metode prilagodjene OSI	2028	Na svim Fakultetima omogućiti realizaciju aktivnosti	Visok	Univerzitet Crne Gore
9	Kultura održivosti	Aktivno se uključiti u formalne inicijative i asocijacije univerziteta koji su posvećeni održivim univerzitetima	Analiza dostupnih inicijativa i asocijacija, sa ocjenom opravdanosti pristupa nekim od njih	broj i naziv inicijativa/ili Asocijacija u koje se Univerzitet uključio	2030	Na svim Fakultetima omogućiti realizaciju aktivnosti	Srednji	Univerzitet Crne Gore

HUB koji je formiran na Građevinskom Fakultetu će nadgledati sprovođenje Plana klimatskih akcija i održivosti.

PODGORICA, 20.06.2024.



REKTOR,

Prof. dr. Vladimir Božović

No.	Areas	Goals	Activities	Outcomes	Deadline	Responsible Parties	Priority	Financial resources
1	Environmental Sustainability in Academics: Teaching, Learning and research	Promotion of scientific research in the field of environmental sustainability.	Presentation of environmental principles to students.	Eight presentations on environmental sustainability.	2028	Faculty Members: Collaborate in organizing events, providing expertise, and integrating related topics into curriculum. •Student Organizations: Support in promotion, participation, and feedback collection. •External Partners: Collaborate in organizing lectures, fairs, and field trips, providing expertise and resources	HIGH	•National/International Projects: Seek funding opportunities from government agencies, NGOs, or international organizations supporting environmental education initiatives. •Own Funds: Allocate budget from university funds for event organization, guest speakers, and materials. •Sponsorship: Seek sponsorship from local businesses, industries, or environmental organizations interested in supporting educational initiatives. •Volunteer Support: Utilize volunteer assistance from faculty, staff, or students to minimize costs and maximize impact.
		Increase the number of programs and/or courses (curricula) addressing sustainable development goals.	Analyze and align curricula of study programs with sustainable development goals, particularly in the case of new study programs.	Two programs and/or courses focusing on specific sustainable development goals.	2028		HIGH	
			Develop new lifelong learning programs in this field.					
			Design new curricula addressing sustainable development goals at all levels of study.					
		Increase the number of students/interested individuals trained in the field of sustainability, whether within or outside the formal curriculum.	Create an environment to promote training in this area.	For a 10% increase the number of students enrolled in programs in this field.	2028		HIGH	
			Enable all students, as well as other community participants, to receive education in sustainable development through various types of training outside the formal curriculum.	For a 10% increase the number of students attending and passing courses in this field.				
			Adopt incentive measures for students training in these areas outside the curriculum (priority for participation in mobility projects, earning additional ECTS credits, even if exams and grading are not required, etc.).	Introduce at least one program for comprehensive education in the field of sustainable development				
		Expand the involvement of faculties and organizational units of the University in organized research related to global sustainability goals.	Encourage application for projects in international and national competitions and calls.	Three faculties/organizational units of the University in these research activities.	2028		HIGH	
			Stimulate the academic community to engage in projects funded by EU funds.					
			Explore the feasibility of establishing an institute (or other organizational form) for research focused on global sustainability goals.					
Enhance the number of students engaged in sustainability-related research, particularly in the context of thesis projects at the master's level.	Foster an environment to popularize research in this field.	For a 10% increase the number of students engaged in research related to sustainability.	2028	HIGH				
Encourage student and professional participation in coordinated efforts related to sustainability.	Organize actions, conferences, round tables, and other activities related to achieving sustainability goals at various levels.	Two conferences/roundtable discussions.	2028	HIGH				
	Create an environment of community and social inclusion.							
		Establishing the environmental system at the institutional level and promoting its environmental values	Implementation of the findings of the analysis for the introduction of environmental education according to the programs.	Continuously introduce new and improved environmental education programs	2030	•Faculty Researchers: Actively participate in the research group, contribute expertise.	MEDIUM	•Research Grants and Funding: Faculty members can apply for research grants from internal and external sources specifically designated for sustainability research and initiatives.

2	Sustainability Citizenship	Establish partnerships and collaboration with industry, public sector, other stakeholders, and universities to achieve greater impact on sustainable development.	Intensify collaboration with renowned higher education institutions through the signing and implementation of bilateral cooperation and mobility agreements.	Three established partnerships, Increased number of outbound and inbound researcher mobilities from strategic institutions	2030	and lead research projects related to environmental sustainability. •Faculty Members: Encourage and facilitate the integration of sustainability practices within their respective departments. Develop and deliver environmental education programs as part of their teaching responsibilities. •Student Organizations: Collaborate with faculty and administrators to organize sustainability-related events, workshops, and campaigns. •Administrator Responsible for establishing monitoring and reporting mechanisms, collecting data, and analyzing environmental performance.	MEDIUM	•Donations from alumni, philanthropic organizations, and corporate partners interested in supporting sustainability efforts can supplement existing financial resources.
			Strengthen collaboration with the business and public sectors.	Two joint projects initiated in collaboration with business and/or public institutions				•Implementing sustainability practices such as energy efficiency upgrades, waste reduction initiatives, and water conservation measures can result in cost savings over time. These cost savings can be reinvested into sustainability initiatives within the faculty, providing a sustainable source of financial resources.
		Increase the participation of our staff in associations and groups related to sustainability that undertake activities promoting global sustainable development goals.	Promote the importance of staff participation in these groups and associations.	10 employees involved in associations	2030	MEDIUM	•Partnerships with sustainability-focused foundations, NGOs, and research institutes can provide access to additional financial resources and expertise.	
3	Climate action	Reducing energy consumption levels through the increase of energy efficiency and the use of renewable energy.	Develop and install wallpaper for all classroom computers to remind users to turn off projectors.	20% reduction in energy usage 20% of electricity sourced from renewable sources	2030	•Procurement Department: Lead the integration of eco-friendly criteria into tendering procedures and ensure compliance with sustainability goals. •Administrator Office: Provide guidance and expertise on sustainable procurement practices and support supplier engagement initiatives. •Collaborate with departments across the university to ensure alignment of eco-friendly criteria with organizational objectives and stakeholder interests.	MEDIUM	•Own Budget Allocate funds specifically for staff training, supplier engagement activities, and monitoring mechanisms related to eco-friendly procurement practices. •Consider participating in sustainability certification programs or initiatives that offer financial incentives or grants to organizations implementing eco-friendly practices, potentially offsetting implementation costs.
			Launch social marketing campaign to reduce open windows in winter					
		Positively impacting on the sustainability performance of suppliers and the sustainability credentials of the goods and services we buy.	The introduction of eco and environment-friendly criteria in the tendering procedures for materials and services from third parties.	Introduction of environmental and eco-friendly measures in all tendering procedures	2030		MEDIUM	
			Conduct annual purchasing sustainability presentations at Administrative Assistants' meetings.					
4	Waste Reduction and Circular Economy	Reducing the negative impact of construction practices, restoration and utilization of FEUT buildings.	Environmental auditing of existing buildings.	Adopting new practices in construction and building reconstruction	2028	•Internal Auditors: Conduct the environmental audit and prepare the audit report, providing expertise and guidance throughout the process. •Administrator: Provide access to the building, historical data, and resources necessary for conducting the audit and implementing recommended improvements. •Collaborate with auditors to facilitate on-site inspections, data collection, and implementation of recommended measures. •Staff: Participate in the audit process, provide feedback on environmental conditions, and support implementation of recommended improvements.	MEDIUM	•Government and international Incentives: Seek financial incentives, grants, or rebates from government agencies or utilities to support energy efficiency upgrades and other environmental improvements. •Enter into energy performance contracts with third-party vendors to finance environmental improvements through guaranteed energy savings. •Seek sponsorship or funding support from international organizations such as the World Bank, United Nations Development Programme (UNDP), or regional development banks for solar PV projects. These organizations often provide grants, or technical assistance to support renewable energy initiatives in developing countries or regions with limited access to capital or expertise.
		The functioning of buildings and other environmentally friendly environments to ensure not only environmental protection, but also the well-being of users such as the student community, academic staff and administrative staff.	In cases of building renovation, their thermal insulation should be carried out with the kapot system.	Utilizing environmentally friendly thermal insulation	2028		MEDIUM	
			Installation of photovoltaic panels.	Initiating the installation of photovoltaic panels at faculties where feasible	2028		MEDIUM	
			Prevention of environmental pollution through the implementation of the hierarchic principles of waste management (prevention, reduction, reuse, recycling and appropriate final treatment).	Organization of awareness raising campaigns on waste differentiation.	Implementing necessary waste collection infrastructure at faculties, promoting paper reuse, significantly reducing paper usage, encouraging electronic document versions, organizing campaigns		2028	
		Placement in the faculty's premises of the necessary infrastructure for the differentiated collection of waste						
		Signing agreements with recycling companies for the removal of waste streams.						
		Creating conditions for reducing the number of mandatory paper documents and increasing the number of electronic documents						
Replace paper towel dispensers with high-efficiency hand dryers in academic and administrative locations that have justification for replacement.								

5	Landscape and Natural Resources	Minimizing the negative impact on the ecosystem and increasing biodiversity in the premises of UoM. Promotion of the benefits they bring to the life of the entire community.	Increasing the areas with greenery.	Tree planting initiatives, promoting drought-resistant tree planting, and reducing paper usage	2026	Communication Department: Responsible for disseminating information through campus communication channels, such as newsletters, emails, and social media platforms. Administrator office: Allocating resources, including budget and personnel, to support the implementation of sustainability projects.	MEDIUM	- Grants and Funding Opportunities: Pursue grants from government agencies, non-profits, and corporations for sustainability initiatives. - Corporate Sponsorships: Seek partnerships with companies interested in sustainability for financial support. - Public-Private Partnerships: Collaborate with governments and private partners to access funding for joint sustainability projects.
			Plant 5-10 trees annually.					
			Planting trees on land owned by UoM.					
		Water conservation by increasing the efficiency of its use and reducing the pollution of used water.	Compilation of an annual data report regarding the continuous monitoring of water consumption.					
			Placement of warning signs to avoid water wastage in environments with intensive use of water.	Water consumption reduction	2028	MEDIUM		

6	Commuting and Active Travel	Minimizing the environmental impact of the transport of staff and students for the purpose of teaching, learning, scientific research, by promoting healthy and environmentally friendly forms of mobility.	The gradual change of the car/vehicle fleet towards electric or hybrid ones. Create covered bicycle parking Develop and pilot a communications strategy and programming to reduce single-occupancy vehicle commuting. Promote videoconferencing as an alternative to air travel.	Organizing a campaign/promotion on the benefits of cycling and limiting the use of polluting energy sources	2030	- Information Technology (IT) Department: Provide training sessions and technical support for staff and students on using videoconferencing tools effectively, ensuring smooth implementation and troubleshooting issues. - Communication Department: Lead the awareness campaigns promoting bicycle use, collaborate with campus transportation services, and engage student organizations to support initiatives promoting sustainable transportation options	Low	- Partner with corporations or businesses interested in promoting sustainability and environmentally friendly transportation options. - Secure sponsorships or financial support for awareness campaigns and infrastructure development.
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7	Food, Health and Well-Being	Improving working, learning, and living conditions in the faculty environment in order to increase the effectiveness of teachers and students.	Drafting and implementation of a regulation for cleaning and sanitizing environments, in order to maintain/improve air quality.	Organizing a campaign/promotion of healthy lifestyles	2028	- Faculty Administration: Overall coordination, planning, and funding of green space initiatives. - Construction, installation, and maintenance of green recreational areas. - Student Organizations: Collaboration on programming and events to activate the green spaces and engage the campus community.	HIGH	- University and Faculty Budget: Allocate funds for planning, construction, maintenance, and programming of green recreational areas. - Grants and Donations: Seek external funding sources from government agencies, foundations, and private donors to support green space initiatives. - Public-Private Partnerships: Collaborate with local businesses, non-profit organizations, and community groups to leverage resources and expertise for green space projects.
			Creation of green recreational areas with open environments.					
			Construction and maintenance of bicycle and scooter parking stations.					
			Increase access to healthy extracurricular activities					

			Make an analysis of the operational procedures of the University, with an assessment of the accessibility of people with disabilities	the number of facilities in which accessibility for the disabled has been achieved				
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8	Equal approach	Achieve the highest level of accessibility for all members of the community, especially people with disabilities in University buildings, operational procedures and teaching methods	Make an analysis of subjects in the study programs of the University, where it is necessary to adjust the teaching methods	the number of operational procedures that are adapted to people with disabilities	2028	Enables the implementation of activities at all Faculties	HIGH	UoM
			Create a plan for the adaptation and adaptation of facilities to achieve accessibility (analysis of the condition of facilities, with determination of priorities, activities, resources, deadlines)	the number of subjects in which teaching methods are adapted to people with disabilities				
			Realization of the adaptation plan according to dynamics					
9	culture of sustainability	Actively engage in formal university initiatives and associations dedicated to sustainable universities	Analysis of available initiatives and associations, with evaluation of the justification of access to some of them	number and name of initiatives and/or Associations in which the University has joined	2030	Enables the implementation of activities at all Faculties	MEDIUM	UoM

The HUB, which was formed at the Faculty of Civil Engineering, will oversee the implementation of the Plan of Climate Actions and Sustainability.

PODGORICA, 20.06.2024.



RECTOR,

Prof. dr Vladimir Božović